

Message Text

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ACTION MMO-02

INFO OCT-01 EUR-12 ISO-00 EB-07 ABF-01 SS-15 SP-02 PER-01

/041 W

----- 104792

R 061608Z MAY 76

FM AMEMBASSY BONN

TO SECSTATE WASHDC 8644

LIMITED OFFICIAL USE SECTION 01 OF 03 BONN 07638

STADIS////////////////////////////////////

E.O. 11652: N/A

TAGS: BEXP, AMGT, APER, GW

SUBJ: REPROGRAMMING OF E/C POSITIONS

REF: (A) STATE 101921; (B) STATE 1844; (C) BONN 6551

1. REACTING TO THE PERSONNEL CHANGES IMPLEMENT-
ED BY REF.B (REFERRED TO BELOW AS "REPROGRAMMING I" TO
MINIMIZE CONFUSION IN TEXT OF THE PRESENT MESSAGE) AND
THE PENDING ORGANIZATIONAL CHANGES AFFECTING E/C ACTIV-
ITIES AND PERSONNEL AT THE EMBASSY AND US TRADE CENTER
FRANKFURT, MISSION HAS JUST COM-
PLETED A DETAILED ANALYSIS OF THE E/C STAFFING
BASED LARGELY ON OBJECTIVE ECONOMIC FACTORS. THE KEY
STEP IN THIS ANALYSIS IS COMPUTATION OF A "US TRADE
POTENTIAL INDEX" (USTPI) FOR EACH CONSULAR DISTRICT
BASED UPON GDP, TOTAL IMPORTS, NEW INDUSTRIAL
INVESTMENT, INDUSTRIAL EMPLOYMENT, AND INDUSTRIAL
SALES WITHIN THAT DISTRICT. COMBINING THESE RESULTS
WITH OUR OBSERVATIONS OF ACTUAL E/C ACTIVITY BY
POSITION, MEASURED AGAINST CURRENT INCREASED LEVEL
OF OUTPUT REPORTED UNDER CCP PROCEDURES, WE HAVE
ARRIVED AT SPECIFIC CONCLUSIONS ON E/C STAFFING
REQUIREMENTS. GIVEN THE SHORT NOTICE, IT WAS
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IMPOSSIBLE TO COMPLETE THIS TASK PRIOR TO THE

DECISIONS TAKEN REF. B. SIMILARLY, ONLY THE PORTION OF THIS ANALYSIS RELATING TO FSL STAFFING REQUIREMENTS WAS COMPLETED PRIOR TO THE DEADLINE FOR SUBMISSION OF FY '78 CCP (REF. C).

2. THREE FACTORS MUST BE TAKEN INTO ACCOUNT IN ESTABLISHING THE FRAMEWORK FOR THE PRESENT RECOMMENDATIONS: A. THE GERMAN CCP COVERS EIGHT INDIVIDUAL POSTS WHOSE ACTIVITIES OVERLAP ONLY TO A VERY MINOR EXTENT AND THEREFORE EACH POST MUST BE EVALUATED SEPARATELY; B. SINCE SOME OF THESE POSTS ARE RATHER SMALL IN TERMS OF STATE COMPLEMENT, OFFICERS FILLING E/C SLOTS CANNOT BE DIVORCED FROM OTHER POST ACTIVITIES AS THEIR AVAILABILITY FOR E/C WORK IS DIRECTLY AFFECTED BY REDUCTIONS IN ADMINISTRATIVE AND CONSULAR POSITIONS; C. GIVEN THE ECONOMIC AND COMMERCIAL IMPORTANCE OF GERMANY, WE ASSUME THAT DEPARTMENT CONSIDERS IT DESIRABLE TO AT LEAST MAINTAIN THE SUBSTANTIALLY INCREASED LEVEL OF OUTPUT AND CONTACT/REPRESENTATION WHICH HAS BEEN ACHIEVED BY E/C STAFF UNDER CCP GUIDELINES DURING THE PAST TWO YEARS.

3. BASED ON THE FOREGOING ELEMENTS, WE ARE RESPONDING TO PARAGRAPH 3, REF. A ON A POST BY POST BASIS FOR THE SIX POSTS WHICH CAN BE SUBJECTED TO COMPARATIVE ANALYSIS. BONN, BERLIN, AND USTC FRANKFURT ARE EXCLUDED. STAFFING NEEDS AT BONN AND USTC FRANKFURT CANNOT BE PROPERLY ASSESSED UNTIL THE IMPLICATIONS OF THE DECISION TO COMBINE THE TWO OPERATIONS IN A NEW INTERNATIONAL MARKETING CENTER IN COLOGNE ARE BETTER KNOWN.

BERLIN IS EXCLUDED
BECAUSE OF THE SPECIAL NATURE OF E/C WORK PERFORMED THERE.

4. OUR COMMENTS AND RECOMMENDATIONS REGARDING THE REMAINING SIX POSTS FOLLOW. POSTS ARE CONSIDERED LIMITED OFFICIAL USE

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IN RANK ORDER ACCORDING TO USTPI, THAT IS THE PERCENT OF US TRADE POTENTIAL IN GERMANY REPRESENTED BY THAT CONSULAR DISTRICT. IN CONSIDERING THESE RECOMMENDATIONS, IT SHOULD BE BORNE IN MIND THAT ONE GENERAL RECOMMENDATION CONTAINED IN THE INSPECTION REPORT OF JUNE 1975 (RECOMMENDATION 145) WAS THAT THE DEPARTMENT SHOULD ADHERE TO A STAFFING PATTERN OF THREE OFFICERS--FSO-4, FSO-5 AND FSO-6 OR 7--FOR

"NORMAL" E/C SECTIONS IN THE FRG.

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ACTION MMO-02

INFO OCT-01 ISO-00 EUR-12 EB-07 ABF-01 SS-15 SP-02 PER-01

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R 061608Z MAY 76

FM AMEMBASSY BONN

TO SECSTATE WASHDC 8645

LIMITED OFFICIAL USE SECTION 02 OF 03 BONN 07638

STADIS////////////////////////////////////

A. DUSSELDORF (USTPI: 32.0 PERCENT) - INSPECTORS
RECOMMENDATIONS: CONVERSION OF ONE FSO-6 E/C POSITION
TO FSO-6 ADMIN/CONSULAR. IMPLEMENTATION: ONE FSO-5
E/C POSITION ABOLISHED BY REPROGRAMMING I; NO
ADMINISTRATIVE/CONSULAR SLOT ESTABLISHED. IN TERMS
OF THE INSPECTOR'S RECOMMENDATION 145, DUSSELDORF
CANNOT BE CONSIDERED A "NORMAL" E/C SECTION IN THAT
ITS USTPI IS ROUGHLY DOUBLE THAT OF EACH OF THE
OTHER FOUR POSTS LISTED. UPON FULL IMPLEMENTATION
OF REPROGRAMMING I, DUSSELDORF WILL BE LEFT WITH
ONLY THREE E/C OFFICER POSITIONS: FSO-3, FSO-6
AND FSO-6. WE CALCULATE MOREOVER THAT 0.9 MAN YEARS
OF EFFORT BY THESE THREE OFFICERS WILL BE DIVERTED
FROM E/C ACTIVITIES TO ADMIN AND CONSULAR. THUS THE
POST WILL BE LEFT WITH THE EQUIVALENT OF 2.1 OFFICERS
TO HANDLE A DISTRICT WHICH HAS A GDP OF \$110 BILLION
(1974). COMPARING THIS OUTPUT WITH THAT OF SOME
SIZABLE COUNTRIES (ABOUT THE SAME AS CANADA OR
INDIA, NEARLY DOUBLE THAT OF SPAIN OR THE NETHERLANDS)
THIS LEVEL OF STAFFING IS CERTAINLY INADEQUATE .
WE THEREFORE RECOMMEND REINSTATEMENT OF FSO-4 E/C POSI-

TION ABOLISHED BY REF.B, AS WELL AS ESTABLISHMENT OF THE
AFOREMENTIONED FSO-6 ADMIN/CONSULAR SLOT. THIS STAFF
INCREASE IS THE MINIMAL CONSONANT WITH DUSSELDORF'S
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RESPONSIBILITIES AND STILL FALLS ONE SHORT OF THE IDEAL
COMPLEMENT CALCULATED ACCORDING TO THE USTPI.

B. STUTTGART (USTPI: 16.6 PERCENT) - INSPECTOR'S RECOM-
MENDATIONS: ABOLITION OF FSO-5 POL/ECON/ADMIN AND
ESTABLISHMENT OF FSO-5 OR 6 ADMIN/CONSULAR. IMOLEMENT-
ATION: FSO-5 POL/ECON/ADMIN ABOLISHED BY REPROGRAMMING
I. AS A RESULT OF REPROGRAMMING I, STUTTGART WOULD BE
LEFT WITH TWO E/C POSITIONS, FSO-3 AND FSO-4. AFTER
DEDUCTING TIME SPENT ON NECESSARY ADMIN AND POL DUTIES,
A TOTAL OF ONLY 1.2 MAN YEARS COULD BE DEVOTED TO E/C
DUTIES. BESIDES BEING THE SECOND LARGEST IN GERMANY
BASED UPON USTPI, STUTTGART'S DISTRICT COMPRISES THE
STATE OF BADEN-WUERTTEMBERG WHICH IS EXPECTED TO ACHIEVE
ONE OF THE HIGHEST RATES OF ECONOMIC GROWTH IN GERMANY
OVER THE NEXT DECADE.

WE THEREFORE RECOMMEND REINSTATEMENT OF THE ABOLISHED
POSITION AS A COMMERCIAL OFFICER SLOT AT THE FSO-6
LEVEL.

C. FRANKFURT (USTPI 15.8 PERCENT) - INSPECTOR'S
RECOMMENDATIONS: NONE. IMPLEMENTATION: ONE FSO-5
E/C SLOT ABOLISHED BY REPROGRAMMING I. EXCLUDING
US TRADE CENTER FRANKFURT FROM THE EVALUATION, WE
CONSIDER THE RESIDUAL E/C SECTION STAFFING OF
FSO-4, FSO-6, FSO-6 TO BE MINIMAL. ASIDE FROM TRADE
POTENTIAL, FRANKFURT IS RESPONSIBLE FOR RELATIONS
WITH THE LARGEST RESIDENT US BUSINESS AND BANKING
COMMUNITY IN GERMANY.

D. MUNICH (USTPI 14.4 PERCENT) - INSPECTOR'S
RECOMMENDATIONS AND IMPLEMENTATION: NONE. WE CONSIDER
THE CURRENT STAFFING OF FSO-3, FSO-5 AND FSO-7 TO
BE APPROPRIATE AND HAVE NO RECOMMENDATIONS WITH
RESPECT TO MUNICH.

E. HAMBURG (USTPI 13.9 PERCENT) - INSPECTOR'S
RECOMMENDATION: ABOLITION OF FSO-7 CONSULAR OFFICER.
IMPLEMENTATION: ABOLITION FSO-7 CONSULAR POSITION IN
REPROGRAMMING I. OUR ANALYSIS SHOWS THAT THE CONSULAR
RELIEF WHICH MUST BE PROVIDED BY THE INCUMBENT OF ONE
OF THE TWO (FSO-4 AND FSO-5) E/C POSITIONS COULD LEAD
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TO EVENTUAL JUSTIFICATION OF AN ADDITIONAL E/C SLOT.
HOWEVER, UNTIL THE DEGREE OF DEMAND IS DETERMINED BY
EXPERIENCE OVER THE PEAK SUMMER PERIOD WE ARE MAKING
NO RECOMMENDATIONS WITH RESPECT TO HAMBURG.
F. BREMEN - WE ARE MAKING NO RECOMMENDATION WITH
RESPECT TO BREMEN.

5. AS NOTED THE ANALYSIS OF FSL POSITIONS WAS
COMPLETED EARLIER AND REFLECTED IN REF. C, IN WHICH
WE RECOMMENDED ONLY A SINGLE CHANGE: ESTABLISHMENT OF
A FSL-6 CLERK-TYPIST POSITION IN STUTTGART. OTHER
FSL STAFFING (SUBJECT TO THE QUALIFICATIONS
PARAGRAPH 3 ABOVE) SEEMS APPROPRIATE. IN THIS
CONNECTION, DEPARTMENT SHOULD BEAR IN MIND THAT
SUBSTITUTION OF SENIOR FSL FOR JUNIOR FSO POSITIONS

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ACTION MMO-02

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R 061608Z MAY 76
FM AMEMBASSY BONN
TO SECSTATE WASHDC 8646

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IN GERMANY IS NOT AS COST EFFECTIVE AS IN MOST
COUNTRIES BECAUSE OF THE HIGH LOCAL SALARY LEVELS.

6. ONLY ONE FSS E/C POSITION EXISTS AMONG THE SIX
POSTS CONSIDERED IN PARAGRAPH 4 ABOVE. WHILE THE
SECRETARIAL WORK MUST BE DONE, THIS SINGLE POSITION

(IN HAMBURG) COULD BE CONVERTED TO FSL WITHOUT
NOTICABLE LOSS OF EFFECTIVENESS IN THE E/C SECTION.

7. WE REALIZE THAT ONLY THE DEPARTMENT IS IN A
POSITION TO COMPARE E/C STAFFING NEEDS IN
GERMANY WITH THOSE OF OTHER POSTS WORLDWIDE. HOWEVER,
FAILURE TO ACCEPT AND IMPLEMENT ABOVE RECOMMENDATIONS
WILL FORCE SOME GERMAN POSTS TO RETREAT INTO A
REACTIVE TYPE OF COMMERCIAL PROGRAM, FORSAKING MUCH
OF THE PROGRESS MADE UNDER CCP MANAGEMENT PROCEDURES.
FURTHERMORE, SOME POSTS WOULD HAVE TO DRASTICALLY
CURTAIL IF NOT ELIMINATE THEIR ACTIVE CALL PROGRAMS
AND SPRECHTAGE ACTIVITIES. THESE INITIATIVE ACTIVITIES
HAVE NOT ONLY PRODUCED TRADE AND INVESTMENT, BUT HAVE
ALSO PROVIDED OUR E/C OFFICERS WITH EXPANDED
OPPORTUNITIES TO REPRESENT AND EVALUATE US ECONOMIC
AND POLITICAL POLICIES WITH A BROAD RANGE OF
INFLUENTIAL GERMAN BUSINESSMEN, BANKERS, AND STATE
AND MUNICIPAL GOVERNMENT OFFICIALS.
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HILLENBRAND

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